

Number of meetings and items considered	Objectives	Key items considered in 2022
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STRATEGY, INVESTMENT AND GENERAL AFFAIRS COMMITTEE

In 2022, the Committee held seven in-person meetings to consider 48 items	Putting together recommendations to the Board of Directors for strategic management, implementation of investment projects and long-term development programmes, budgeting, and operating performance evaluation for the Group's companies	<ul style="list-style-type: none"> Key matters related to the development of the Group, including development strategies for controlled entities, concepts for FESCO's expansion into new areas, performance evaluation of new projects; progress on the roadmap to improve FESCO's ESG profile; FESCO's 2022 budget implementation forecast; approval of FESCO's 2023 budget; the President's reports on the fulfilment of the Strategy Committee's assignments, investment and general affairs.
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HUMAN RESOURCES AND REMUNERATION COMMITTEE

In 2022, the Committee held seven in-person meetings to consider 19 items	Putting together recommendations to the Board of Directors for the Company's personnel policy, motivation and remuneration system, and corporate culture development	<ul style="list-style-type: none"> Matters related to FESCO Group's human resources development until 2025; harmonisation of the remuneration and incentivisation system across FESCO Group's companies; operating efficiency evaluation of the Company's executive bodies, key personnel, and the Corporate Secretary; training and development opportunities for FESCO Group's managers and employees; reports on the fulfilment of the instructions given by the Human Resources and Remuneration Committee.
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AUDIT COMMITTEE

In 2022, the Committee held nine in-person meetings to consider 29 items	Putting together recommendations to the Board of Directors for exercising control over the Company's financial and business operations related to risk management, internal control and corporate governance, conducting internal and external audits, and accounting	<ul style="list-style-type: none"> Alignment of the Company's corporate governance framework with the Corporate Governance Code and an action plan to improve it; FESCO Group's 2022 quarterly material risk maps; a plan to improve the risk management system at FESCO Group; draft by-laws; consideration of potential auditors of FESCO and its controlled entities for the audit of the 2022 financial statements under RAS and IFRS and determining the auditors' remuneration; reports on the fulfilment of the instructions given by the Audit Committee; quarterly progress reports of the Internal Audit Department.
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EXECUTIVE BODIES

The responsibility to implement the approved strategy and development programmes, procure the effective delivery of resolutions of the Board of Directors and General Shareholders Meeting and manage FESCO's operational activities falls within the remit of the Company's executive bodies, which include:

- President and CEO acting as the sole executive bodies;
- Executive Board acting as the collegial executive body.

Its activities are governed by FESCO's Articles of Association and the Regulations on the Executive Board².

The members of the Executive Board are appointed by the Board of Directors from nominees proposed by the Company's President. The number of the Executive Board members is also set by the Company's Board of Directors and shall be optimal for practical discussion of matters and making timely and effective decisions.

As at 31 December 2022, the Executive Board was composed of seven persons.

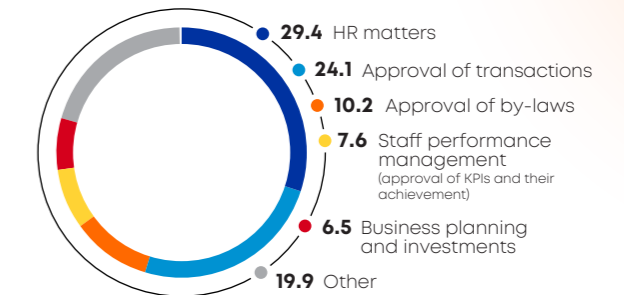
In 2022, the Executive Board held **45 meetings** and considered **216 items**, most of which (211 items) were concerned with performance of the Group's companies.

PRESIDENT AND CEO

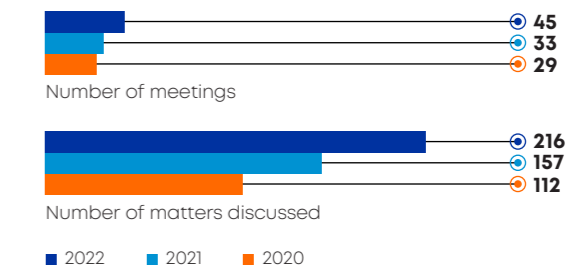
The President and the CEO, as the Company's sole executive bodies that manage the Company's day-to-day operations, act independently of each other within the respective scope of authority established by FESCO's Articles of Association and the Regulations on the Sole Executive Bodies¹.

- The scope of authority of the President includes the Company's day-to-day operations. The President is also the Chairman of the Executive Board. The President's activities aim to ensure profitability and competitiveness of the Company, its economic and financial sustainability, respect for shareholder rights and social protection of the Company's employees.
- The CEO's scope of authority includes the Company's operations related to the use of information constituting a state secret.

ITEMS RELATED TO PERFORMANCE OF CONTROLLED AND DEPENDENT ENTITIES CONSIDERED BY THE EXECUTIVE BOARD, %



STATISTICS OF MEETINGS AND ITEMS CONSIDERED BY THE EXECUTIVE BOARD



EXECUTIVE BOARD

The Executive Board as the collegial executive body manages the Company's day-to-day operations within the respective scope of authority established by FESCO's Articles of Association.

¹ Approved by the Annual General Shareholders Meeting on 20 June 2019, Minutes No. 51 dated 20 June 2019.
² See footnote 1.